

**WPRO (AM), WPRO-FM, WPRV (AM), WWLI (FM),
WEAN-FM and WWKX (FM)
EEO PUBLIC FILE REPORT
December 1, 2015-November 30, 2016**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter	2-8, 11-21	8
Administrative Assistant	2-8, 11-21	6
Salesperson (FM) (3)	2-8, 11-21	21,4,8
Assistant Business Manager	2-8, 11-21	6
Salesperson (AM)	2-8, 11-21	8
Sales Manager (FM)	2-8, 11-21	21
Market Manager	3,6,8,21	8
Board Operator	8	8
Traffic Manager	2-8, 11-21	4
Digital Project Specialist	2-8, 11-21	
On-Air Personality (FM)	2-8, 9-21	8
On Air News Announcer	2-8, 11-21	6
Promotion Manager	2-8, 11-21	8
On Air Personality (WWKX)	2-8, 11-21	8
Digital	8	8
Program Director	2-8, 9-20	8
On-Air Talk Show Host	2-8, 11-21	8

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<i>Intentionally omitted</i>	<i>N/A</i>	<i>N/A</i>
2	Cumulus Business Managers – corporate e-mail addresses are BM97581537, and BM2	N	0
3	RI Dept. Labor and Training – Employ RI http://www.dlt.ri.gov/esu/ESUpostaJob.htm ; also fax Providence RI, 02915; email: terri.avila@dlt.ri.gov	N	4
4	Internal Bulletin Board, 1502 Wampanoag Trail, East Providence, RI 02914 (401)433-4200	N	3
5	Community College of RI (CCRI), https://webfor.ccri.edu/coop/employers.cfm	N	0
6	Indeed Website http://indeed.com	N	20
7	Hire Veterans, http://www.hireveterans.com	N	0
8	Internal/External Referral	N	14
9	www.allaccess.com		
10	Internship Program	N	0
11	NAACP Providence, naacp.prov@verizon.net	N	0
12	New England Tech, https://www.edu/index.cfm?pg=154&title=Employer-Opportunities	N	0
13	Providence College, Recruiting@providence.edu	N	0
14	Rhode Island College, www.ric.edu/careerdevelopment/	N	0
15	Roger Williams University	N	0
16	Salve Regina Christopher.pinault@salve.edu	N	0
17	SEU Job Fairs (see Section III)	N	4
18	Station Website Postings (one of more SEU Stations) 92PROFM.COM LITEROCK105FM.COM 630WPRO.COM HOT1063.COM 790BUSINESS.COM	N	6

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	On-Air Announcements (one or more SEU stations) WPRO (AM)/WEAN-FM (simulcast) WPRO-FM WWLI FM WPRV AM WWKX FM		0
20	University of Rhode Island http://career.uri.edu/		0
21	Cumulus Corporate Recruitment Website (Clear Company)		2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			53

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Marketing & Promotions Internship Program	<p>The Cumulus-Providence SEU has established an extensive internship program. This program is designed to assist students to acquire the skills necessary for broadcast employment. All interns receive academic credit for their participation in the program. Our marketing and promotions department recruits interns from the University of Rhode Island, Providence College, Rhode Island College, New England Institute of Technology, Connecticut School of Broadcasting, Brown University, Johnson & Wales University, Northeastern, Keene State on an on-going basis.</p> <p>During this reporting period, our Marketing & Promotions Department hosted one(1) student interns as follows:</p> <p>January 2016 – April 2016 – One (1) intern from University of Rhode Island</p> <p>Business Department hosted one (1) intern: January 2016 – March 2016 – One (1) intern from the University of Rhode Island</p> <p>Digital Department One (1) intern: May 2016 – August 2016 from Stonehill College, North Easton, MA</p>
2	Job Recruitment – RI DLT	On July 21 st , 2016, Cumulus hosted a recruitment fair at the Providence NetworkRI Office. This event was advertised by the RI

		DLT advertised on network television and local and state newspapers along with postings on their website
3	Intern and Job Recruitment Fair: URI	On November 16 th , 2016, Cumulus along with other broadcast companies, participated in a Intern and Career Job Fair at the University of Rhode Island with the intention to recruit both interns and staff for open positions. Information about local and national career opportunities in broadcasting was handed out to all interested and prospective candidates.
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